

2003 UPDATE
RECRUITMENT AND RETENTION OF TEACHER IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2002 Update and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 1.7% from 2002 to 2003.
- The total number of black teachers increased by 4.7% yet remained only 7.2% of the total teaching workforce.

Age & Experience

- 51.2% of our teachers have 10 years or less of experience.
- This percentage has steadily increased since 1992

Teacher Workforce Dynamics

- District hiring rate dropped by 1.7%
- The percentage of district new hires that were first year teachers increased 2%.
- District new hires from out of state increased by .4%
- District new hires from other districts decreased by 2.5%
- Teachers leaving the classroom after only one to five years decreased from 36.5% to 35.1% a decrease of 1.4%

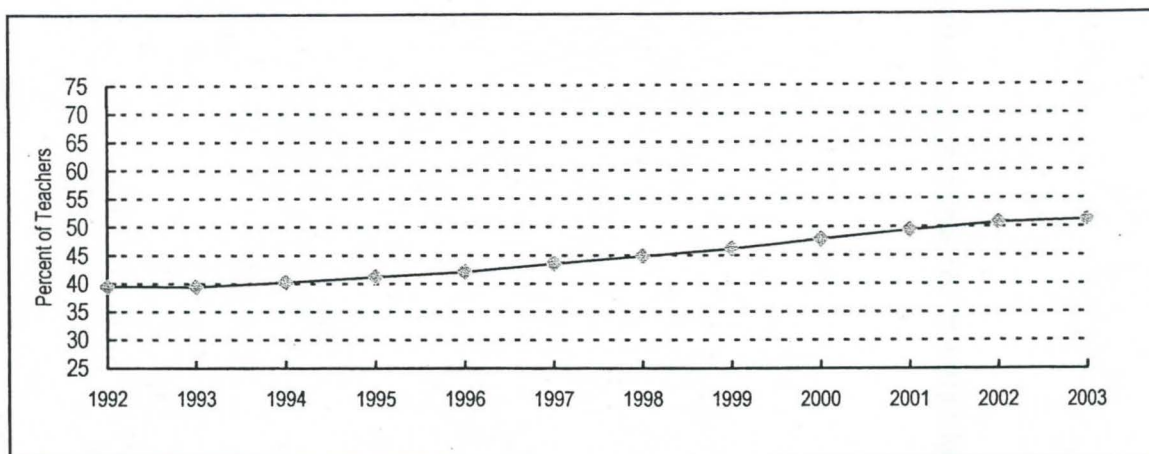
Gender and Race/Ethnicity Trends, 1992-2003

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Total Teachers³	53,791	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826
GENDER												
Female	76.3%	76.7%	77.0%	77.3%	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%
Male	23.7%	23.3%	22.9%	22.7%	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%
RACE/ETHNICITY												
WHITE	91.2%	91.2%	91.4%	91.6%	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%
Female	69.3%	69.6%	70.1%	70.6%	71.0%	71.3%	71.6%	71.9%	71.8%	72.3%	72.3%	72.1%
Male	21.9%	21.6%	21.2%	21.0%	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%
BLACK	8.2%	8.1%	8.0%	7.7%	7.5%	7.4%	7.2%	7.2%	7.4%	7.0%	7.0%	7.2%
Female	6.6%	6.6%	6.5%	6.2%	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%
Male	1.6%	1.6%	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%
OTHER⁴	0.6%	0.6%	0.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%

Age Trends, 1992-2003

AGE GROUP⁵	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
20-29	12.3%	12.0%	12.6%	13.5%	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%
30-39	27.5%	26.3%	25.2%	24.3%	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%
40-49	38.9%	39.6%	39.4%	38.9%	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%
50-59	17.2%	18.3%	19.0%	19.5%	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%
60+	4.1%	3.8%	3.8%	3.8%	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%

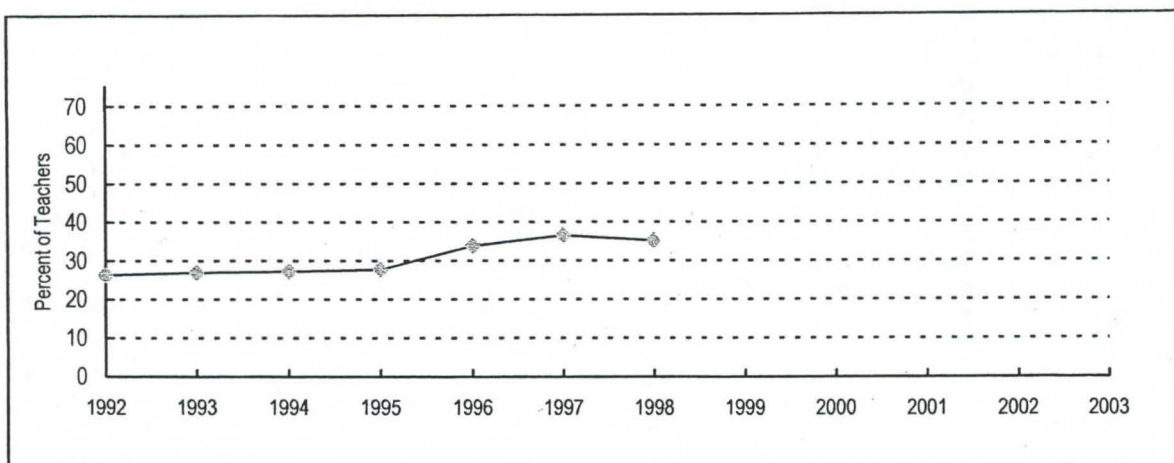
Percent of Teachers with 0-10 Years of Experience 1992 to 2003



Experience Trends, 1992-2003

YEARS OF EXPERIENCE ⁶	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
0-10	39.5%	39.4%	40.2%	41.2%	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%
0-5	21.0%	20.9%	22.0%	23.5%	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%
6-10	18.5%	18.6%	18.2%	17.8%	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%
11-20	36.4%	34.9%	33.2%	31.6%	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25%	24.9%
21-30	20.7%	22.2%	23.1%	23.6%	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20%	19.2%
31+	3.4%	3.4%	3.5%	3.6%	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%

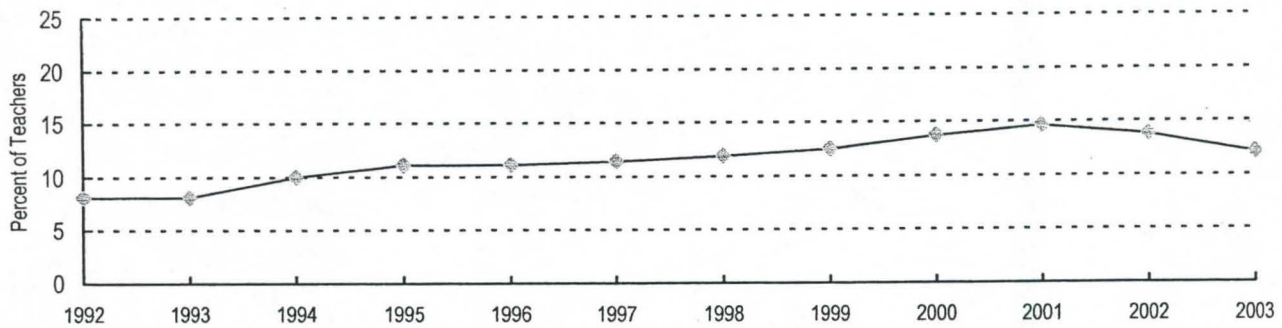
Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 1998



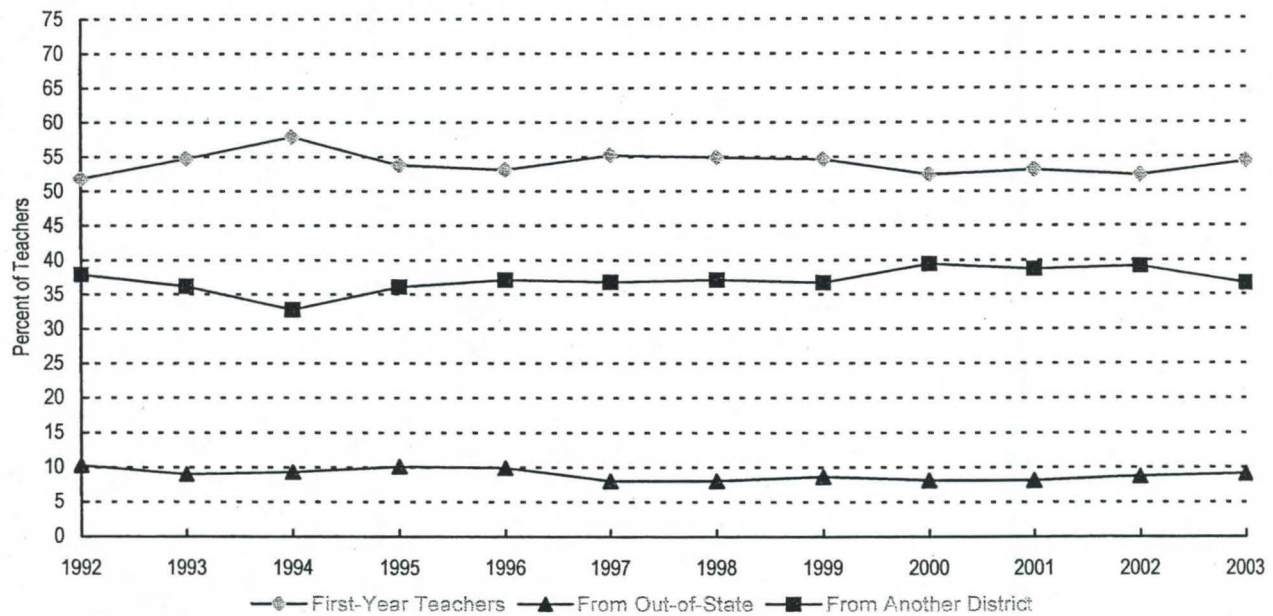
Teachers Leaving Missouri's Public School Work Force, 1992-2003

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Total Teachers	53,791	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,821
First-Year Teachers	2,247	2,401	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439
<i>% of First-Year Teachers who left the classroom¹³—</i>												
After 1-3 Years	19.1%	19.5%	19.3%	18.6%	21.7%	24.3%	25.3%	24.8%	26.0%			
After 1-5 Years	26.3%	26.9%	27.2%	27.7%	33.8%	36.5%	35.1%					

Hiring Rate 1992 to 2003



District New Hires 1992 to 2003



Teachers entering Missouri's Public School Work Force, 1992-2003

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Total Teachers	53,791	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826
District New Hires⁷	4,339	4,387	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176
Teacher Hiring Rate⁸	8.1%	8.1%	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%
<i>As a percent of Total Teachers, District New Hires who are --</i>												
First-Year Teachers⁹	4.2%	4.4%	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%
From Out-of-State¹⁰	0.8%	0.7%	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%
From Another District¹¹	3.1%	2.9%	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%
<i>Percent of District New Hires who are--</i>												
First-Year Teachers	51.8%	54.7%	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%
From Out-of-State	10.3%	9.0%	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%
From Another District	37.9%	36.2%	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%
Re-entrants¹²	3.2%	3.2%	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%